

Introduction & Legislation

The purpose of gender pay reporting is to show the difference between the average earnings of men and women. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 the College has a legal duty to report on gender pay.

Schedule 2 of the regulations detail that “the governing body of an institution in England within the further education sector (within the meaning of section 91(3) of the Further and Higher Education Act 1992 c) are legally required to publish such information. The regulations require the College to publish key information based on an agreed methodology.

Epping Forest College’s approach to pay supports the fair treatment, reward and recognition of all staff irrespective of gender or any other protected characteristic

Epping Forest College uses pay scales and grades recommended by the Association of Colleges. Pay scales vary according to the level of responsibility for a role. Each grade has a set pay range with spine points in between grades. Staff are expected to move through the pay range for their grade,

The College has a higher percentage of females at the lower quartiles. These tend to be business support roles, a large number of which are learning support and they are predominantly part-time positions where the college has embraced flexible working to support individual’s life style.

The Gender mix is similar to the sector average being 61% female and 39% male

Gender pay gap vs equal pay

Although equal pay and the gender pay gap look at differences between women’s and men’s pay, they are two different issues and this needs to be remembered when reading this report.

Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement.

Gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men’s earnings.

This report is about Epping Forest College gender pay gap

Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation. There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of role are dominated by a single sex. Epping Forest College is an equal pay employer, having regard to equal pay legislation and adhering to an equal pay practice.

There are six reports that are required under the Regulations:

- The difference in mean pay between genders (expressed as a %)
- The difference in median pay between genders (expressed as a %)
- The difference in mean bonus payments between genders (expressed as a %)
- The difference in median bonus payments between genders (expressed as a %)
- The proportion of men and women in the workforce that received a bonus
- The number of men and women in each quartile of the pay range

A guide to the figures

Mean

The average of a set of numbers. All numbers are added together and divided by the number of numbers put into the calculation.

The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.

Median

The middle value of a list of numbers. If the list has an odd number of entries, the median is the middle entry after sorting the list into increasing order. If the list has an even number of entries, the median is halfway between the two middle numbers after sorting

The regulations require us to report the difference between the median hourly rate for men compared to the median hourly rate for women, expressed as a percentage of the men's figure.

Pay quartiles

Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals.

The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

Bonus

The regulations also require us to publish the same measures as above on bonus payments, but as Epping Forest College does not currently make any bonus payments our figures will be zero in this category.

Epping Forest College Figures

Mean and Median hourly rates

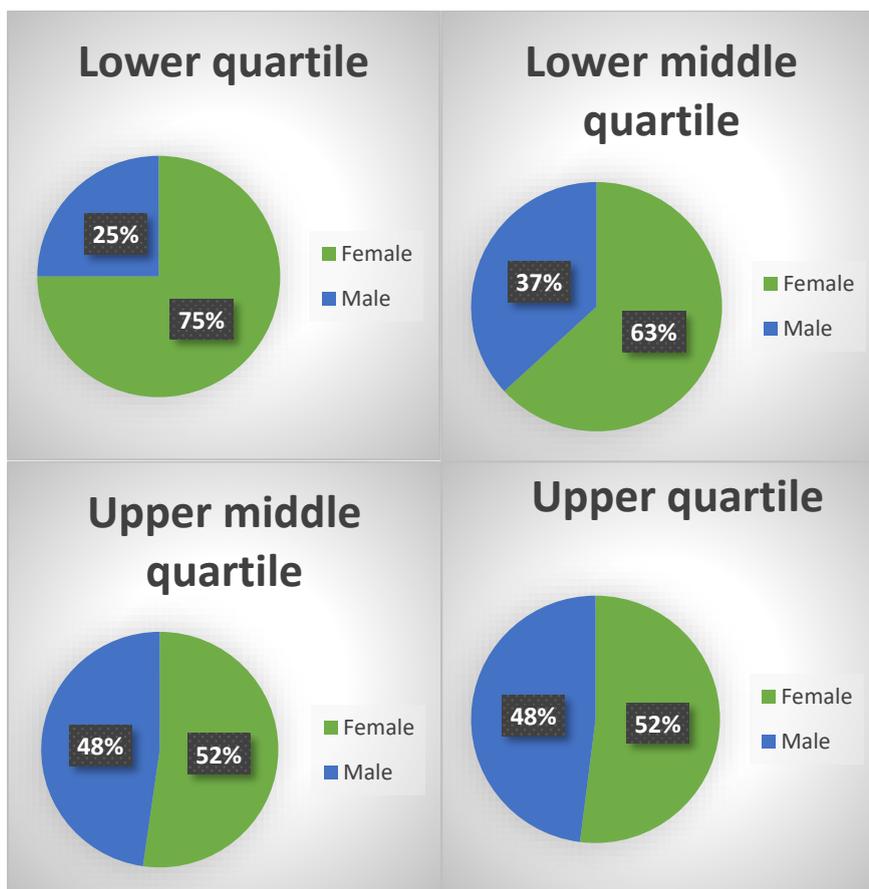
	Male	Female	
Mean	£17.11	£15.64	This gives us a mean gender gap of 8.58%
Median	£17.15	£14.16	This gives us a median gender gap of 17.44%

The mean for EFC is below the national average of organisations that have posted their results (13.19%)

Our Median is higher than the average (11.6%) This, as stated above, is due to the high number of females who have caring responsibilities employed flexibly as learning support assistants and administrators.

Pay Quartiles

The charts below show the gender split between each quartile



Actions

- Encourage applicants from genders not typical to the role, such as more men into learning support and administrative roles.
- We will review our recruitment materials, sources and practices to reduce any gender bias within the recruitment process.
- Train all staff involved in recruitment on unconscious bias.
- Ensure flexible working practices we already have in place are applied fairly across all levels of roles, subject to fulfilling the organisation's needs
- The College will continue to monitor the Gender Pay Gap profile on an annual basis and share this information with Senior Leadership Team, Governors and Trade Unions, with a view to identify any actions that may be required to address any differential that may exist at the time.

Jac Romo

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